

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after August 27, 2016, are as follows: Average increases of 32 cents (3.2 percent) for Level 1 and 37 cents (2.7 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 2016.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u>	
			<u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	2971	10.61	18.81	8.16
CASHIER-CHECKER	3446	9.15	18.11	7.25
CUSTOMER SERVICE ASST	699	8.69	18.58	7.25
DESK CLERK	499	9.99	13.00	9.01
NF - 2				
HEAD SALES PERSON	244	13.40	20.02	10.50
STORE DETECTIVE	60	15.44	20.81	15.00
HEAD CUSTOMER SVC ASST	241	13.48	20.49	10.00
SECRETARY	52	14.19	20.97	11.54
ACCOUNTING TECHNICIAN	108	15.07	20.74	10.50
NF - 3				
DEPARTMENT MANAGER	939	14.94	23.73	9.20
EXECUTIVE SECRETARY	42	25.25	31.25	19.16
BOOKKEEPER	24	17.67	22.01	16.51

WAGE AREA : #117 Bexar, Texas
 ORDER DATE : June 20, 2016
 SURVEY : #031/030-59